

MARYLAND DEPARTMENT OF HEALTH

Behavioral Health Administration 4th Annual Peer Summit

Brendan Welsh, CPRS—Director, Office of Consumer Affairs

May 17 and 18, 2018

Welcome

- Agenda
- Restroom Locations
- Parking Validation
- Attendance Requirements (CEU's)
- Workshop Locations
- Resource Tables
- Cell Phones
- Self Care

Introductions

My Recovery Story



February 2011



August 2017

BHA Overview

Behavioral Health Administration (BHA) Vision

Improved health, wellness, and quality of life for individuals across the life span through a seamless and integrated behavioral health system of care

BHA Mission

BHA will, through publicly-funded services and support, promote recovery, resiliency, health, and wellness for individuals who have or are at risk of emotional, substance related, addictive and/or psychiatric disorders to improve their **ability to function effectively in their communities**

Mission Statement

The BHA Office of Consumer Affairs ensures that publicly-funded recovery support services and service delivery are of high quality and are designed with ongoing consumer participation and feedback via the Certified Peer Recovery Specialist (CPRS), local peer support chapters, individual consumers, and recovery advocacy groups

- Oversight of the CPRS credentials
- Monitoring of Wellness Recovery Center programming and funding
- Development of State policy and programs
- Ongoing feedback and support to the Deputy Secretary of BHA regarding the utilization and delivery of support services for individuals seeking recovery

Core Values

1. Recovery-focused environments
2. Data-informed decision making
3. Diversity encourages growth of recovery capital
4. Peer informed policy development
5. Defined by language that is not stigmatizing
6. Collaboration develops better outcomes
7. Multiple “Pathways of Recovery”

Making Progress

In 2017, BHA Deputy Secretary, Dr. Barbara Bazron facilitated over 15 hours of “Listening Sessions” with our peers from across the State. From these sessions, Dr. Bazron identified the following issues:

- Lack of incentive to become certified
- Lack of supervisor knowledge
- No career ladder
- No billing mechanism for peer service delivery
- Lack of hiring standards
- Stigma within the workplace and the community
- Inconsistent ranges in salary
- Lack of training availability

Job Classification

- Provides clear hiring standards which include knowledge, skills, and abilities for individuals working as a CPRS
- Provides financial incentive for becoming a credentialed CPRS
- Identifies clear salary guidelines for individuals working in this classification

The image shows three overlapping job classification forms from the State of Maryland Department of Health. The forms are for the 'Peer Recovery Specialist Supv, Certified (#000215)' position. The forms show details such as the grade (10), salary (Hourly / \$19.47 / \$40,494.00 Yearly; Monthly / \$30,472.00-\$47,710.00 Yearly), and the nature of work. The forms also include sections for 'CLASS ATTRIBUTES', 'NATURE OF WORK', and 'EXAMPLES OF WORK'.

STATE OF MARYLAND
Peer Recovery Specialist Supv, Certified (#000215)
Hourly / \$19.47 / \$40,494.00 Yearly
Monthly / \$30,472.00-\$47,710.00 Yearly

GRADE
10

CLASS ATTRIBUTES
SKILLED SERVICE BARGAINING UNIT: 5 OVERTIME ELIGIBLE

NATURE OF WORK
A Peer Recovery Specialist, Certified Supervisor is the supervisory level of work, at the Maryland Department of Health (MDH), providing peer recovery support services to clients with substance use disorders, mental health disorders, and/or co-occurring disorders to begin and maintain a path to recovery. Employees in this classification supervise lower level Peer Recovery Specialists and other support staff.

Employees in this classification receive general supervision from clinical staff; Coordinator Special Programs Health Services; or a higher-level Administrator. Employees in this classification may be required to work evenings and weekends. The work is performed in State additions mental health, and behavioral health programs located in local health departments, State institutions, facilities and offices including inpatient and outpatient facilities, halfway house facilities and community-based programs.

Positions in this classification are evaluated using the classification job evaluation methodology. The use of this method involves comparing the assigned duties and responsibilities of a position to the job criteria found in the Nature of Work and Examples of Work sections of a class specification.

The Peer Recovery Specialist Supervisor, Certified is differentiated from the Peer Recovery Specialist II, Certified in that the Peer Recovery Specialist Supervisor, Certified has supervisory responsibility for lower-level Peer Recovery Specialists, Certified while the Peer Recovery Specialist II, Certified performs the full range of duties and responsibilities under general supervision.

EXAMPLES OF WORK
Plans, coordinates, and supervises the work of and trains lower-level Peer Recovery Specialist, Certified positions and related support staff;
Conducts staff meeting to interpret policies and procedures, reviews progress reports and coordinates other phases of the Peer Recovery Program;
Reviews case material to assure compliance with standards and procedures for providing peer recovery services;
Provides peer recovery support services to clients diagnosed with or identifying as having substance use disorders, mental health disorders, and/or co-occurring disorders;
Advocates for clients by speaking on personal experiences regarding substance use, mental health disorders or co-occurring disorders.

Training Expansion

Secured an increase of \$25,000 annually to support the expansion of the Peer Summit to a multiday training platform.

Finalizing updated CPRS domain training

Developing “Unique Communities” training to expand the cultural knowledge of individuals that Peers support (LGBTQIA, Homeless, Justice Involved Individuals, Veterans ...)



Training Expansion

| Total # of Training Hours | Total # of Training Participants |
|---------------------------|----------------------------------|
| 400 Hours | 998 Participants |

Provided a total of **395,200 hours** of Continuing Education Units (CEUs) for Peer Recovery Specialists in Maryland

Training Programs Include:

CCAR—(RCA, Ethical Considerations for Recovery Coaches, Spirituality for Recovery Coaches)

Multi-day Peer Conferences (Recovery Month Celebration, Peer Networking Conference, Annual Peer Summit)

Domain and topic specific training related to Peer Recovery Specialist service delivery (I-FPRS, WRAP, IPS, Emotional CPR, and Mental Health First Aid)

Peer Reimbursement

- HB772 (SB0765)
- Requires the Secretary of the Maryland Department of Health to convene a stakeholder workgroup to study issues related to the reimbursement of certified peer recovery specialists
- Submit a report on the findings and recommendations of the workgroup to the Governor and the General Assembly by December 1, 2018



Funding Expansion

Expanding funding opportunities for Peers:

- **OOCC = \$1 Million Dollar Investment**
 - Hospital Peer SBIRT Implementation
- **MORR = \$500,000 Investment**
 - Peers providing care coordination within Crisis programs
- **Provider Increase (FY19)**
 - Wellness Recovery Centers +3.5%



Marketing Toolkit



Developed marketing materials to provide community information:

- CPRS Requirements Guide
- CPRS Overview Guide

Office website expansion:

- Training Archives
- ListServe Resource Management
- Social Media Resource Management

OCA Website

Offers resources to individuals who are interested in a number of ongoing projects within the Office of Consumer Affairs (OCA), including:

- CPRS Program
- Marketing Brochures and Toolkits
- PRSS ListServe Contact Information
- Wellness and Recovery Action Plan (WRAP)
- CPRS Annual Summit
- Consumer Quality Teams
- Carroll Conquest Outstanding Leadership Award
- Archived Training Information



[https://bha.health.maryland.gov/
Pages/Consumer-Affairs.aspx](https://bha.health.maryland.gov/Pages/Consumer-Affairs.aspx)

MABPCB Website

The CPRS credentialing board's website offers resources to individuals who are interested in certification and other related components of the CPRS credential, including:

- Applications for certification
 - CPRS Application
 - RPS Application
 - CPRS Recertification Application
 - Educational Provider Application
- Upcoming Training Calendar
- CPRS and Approved Peer Supervisor Rosters
- Peer Employment Opportunities
- Ethics Policy and Procedures for the CPRS
- Board Information and Updates



<https://mapcb.wordpress.com/cprs>

OCA ListServe

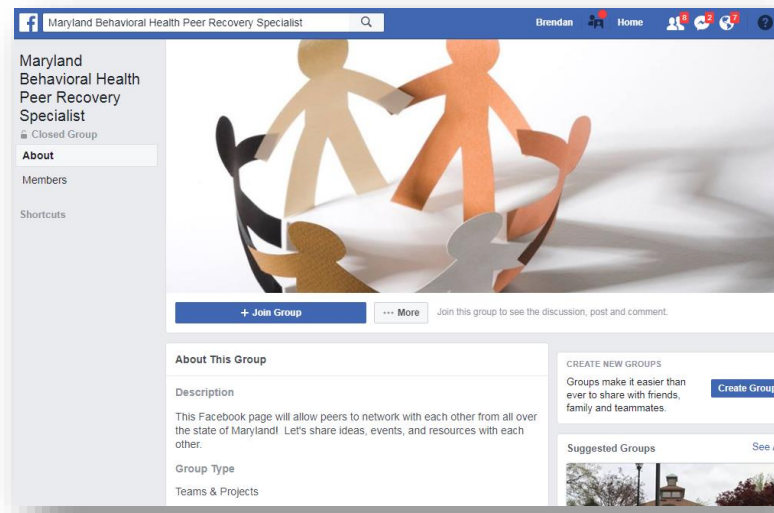
Utilized by more than 1,100 individuals across the State to send and receive information related to:

- Upcoming Peer Training
- Peer Employment Opportunities
- Recovery Advocacy Events



Facebook

To reduce the strain on the OCA ListServe, we are moving social engagement, recovery advocacy, and peer networking opportunities to the social media platform starting **today**.



Stay Tuned...

Domain Training

- Content in final stages of review
- First pilot training series to be scheduled for early FY19
- Trainers needed for TOT Series to follow immediately after launch of pilot series

Individuals interested in becoming
State Peer Trainers should send
their resume to Adelaide Weber
for consideration.

Prior experience in group
facilitation and training required.

adelaide.weber@maryland.gov



MARYLAND
Department of Health

Stay Tuned...

Peer Recovery Support Best Practices

- Matt Mossburg is leading a group of diverse stakeholders to develop best practices
- First meeting held in early May to provide overview of the workgroup mission
- Final document will be vetted by additional peers and used to provide technical assistance and support to local Peer Recovery Support providers

Stay Tuned...

Recovery Month

SAVE THE DATE
Friday, Sept. 7

Join us as we come together to celebrate the hope that Recovery brings to individuals, families, and our communities.



Get in touch with us...

Questions

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